



## Use of The Ladder of Dreams Media in Group Guidance for Career Planning of Senior High School Students

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### Abstract

This study has several objectives, namely: (1) to describe the concept of group guidance (2) to describe the dream ladder media (3) to plan the careers of high school students through group guidance using the dream ladder media. This research method uses literature studies or library studies. An innovative group guidance approach can reduce stress in the guidance process and make students more active in participating with the aim of implementing group guidance to build an interactive, fun atmosphere and can provide encouragement to students to actively participate in the process of activities that take place naturally through interaction from each member. The relationships that form naturally among group members are able to build self-confidence, hone social skills, and support students in making more planned career decisions. This research is expected to be a reference in developing creative media in group guidance services in the school environment.

**Keywords:** Group Guidance, The Leader of Dreams, Career Planning

### 1. Introduction

Group guidance services have a significant role in helping students understand themselves, especially planning for future career choices, so it needs to be done with an effective and interesting approach (Sobri et al., 2023). The use of appropriate media in providing guidance services is one of the efforts that can determine the success of a group-oriented service. Thanks to the media, the implementation of group-oriented services can be more interesting, fun and easy for students to understand. The use of snakes and ladders media in group guidance aimed at students through games can indirectly reduce pressure and create a more interactive atmosphere (Putri et al., 2024). This can make the atmosphere of providing guidance services more comfortable for students to receive, obtain and understand the material presented properly.

The ladder of dreams media is one of the efforts used to find innovations to help students in career planning. Through the use of this media, learners will discuss with each other and gain new experiences and perspectives from fellow members regarding the interests and career potential of each member (Purvis et al., 2020). Group guidance services in the field of career are given to be able to help students recognize themselves and the world of work they aspire to (Khoiroh & Rozzaqyah, 2024). This process will support the development of career choices that are more focused and can be optimized during the learning period at school. The use of interactive and fun media also makes it easier for students to understand the material presented (Lumbantobing et al., 2022).

Snakes and ladders game is a game with certain rules characterized by the existence of playing activities that use certain rules (Septyanti & Annisa, 2022). In the career guidance and counseling service activities at SMAN 2 Pare, this game was modified into an

educational media with a new, more meaningful name, namely “The Ladder of Dreams”. The name contains the philosophy that in the process of achieving dreams and achieving success, each individual will go through stages of life like climbing a ladder. Along the game, of course there are various obstacles or challenges that are analogous to ‘snakes’ in the game, but there are also opportunities and encouragement to go up which are depicted through the image of a ladder, so that this makes students feel interested and not hesitate to participate in group guidance (Wati, 2021). This aims to encourage students to start recognizing their potential to think about career direction early on, in a way that is fun, not boring and meaningful (Shofiyulloh & Wirastania, 2020).

The use of the ladder of dreams media in group guidance for high school students' career planning by combining John Holland's career theory is still quite rare. So this is where the novelty of this research lies. Based on the description above, this research has several objectives, namely: (1) describe the concept of group guidance (2) describe the ladder of dreams media (3) career planning of high school students through group guidance using the ladder of dreams media. This research is expected to provide an empirical picture of the use of the ladder of dreams media for career planning and contribute to the development of more creative and effective group guidance practices in schools.

## 2. Method

This research uses a literature study approach. This method is carried out by identifying, reviewing, and evaluating to be concluded so as to get a conclusion about the literature study. In addition, literature studies are conducted by collecting data from reading materials or a number of information obtained through several sources such as articles, scientific journals, and books related or relevant to the topic or problem and research objectives (Pratiwi et al., 2022). The focus of this research is the use of the ladder of dreams media in group guidance for high school students' career planning.

The stages carried out in literature study research need to go through 5 stages, namely (Zahra et al., 2024): (1) formulating research questions (2) conducting mapping by searching for articles that are in accordance with research questions through various sources such as scientific journals, articles, and books (3) selecting data sources that have been collected (4) processing and presenting data (5) interpreting the findings in the article by drawing conclusions.

The literature study research method relies on the results of data obtained from various sources of literature or literature in the preparation of articles. The purpose of literature study research is to conduct literature searches through the acquisition of similar information, deepen theoretical studies and utilize library sources in obtaining research data (Nurjanah, 2020). Through the literature review approach, some data will be collected from journals, namely Garuda, Google Scholar, Publish or Perish. With the keywords ‘group guidance’, ‘snakes and ladders’, and ‘career planning’. Then the data criteria used are (1) articles published in the last 5 years, namely around 2019-2025 in Indonesian and English, (2) the selected title is relevant to the research objectives, (3) the required variables are relevant.

### 3. Results and Discussion

#### 3.1 Result

The results of several articles that have been collected and sorted based on the required data criteria were originally fifteen Indonesian and English articles, until seven articles were left that met the data criteria relevant to the research problem and objectives, namely group guidance, snakes and ladders, and career planning. Table 1 presents the data from the literature study.

Table 1. Literature Study Results

No.	Nama Penulis & Tahun	Hasil Penelitian
1.	(Irfan et al., 2020)	The use of snakes and ladders media in group guidance, according to research conducted by Jarkawi, et al stated that the media is feasible and can be used to improve group guidance services in the field of careers for students of Integrated Islamic High School Ukhuwah Banjarmasin
2.	(Thaha, 2024)	The results of the T-test conducted obtained a comparison of the pre-test and post-test scores of career planning of students at MAS Darul Ulum Banda Aceh with a significant increase after the application of snakes and ladders media through information services.
3.	(Ramadani & Aryani, 2025)	The majority of students at SMAN 8 North Luwu showed a low level of career planning. The results of the research conducted show that Careers Adventure media is able to overcome these shortcomings or problems effectively and is classified as very practical and suitable to be a means of improving student career planning.
4.	(Azizi, 2025)	The purpose of this research is to produce a product development game Snadders Posaf (Snake and Ladders Positive Affirmation) self-esteem in the selection of career decisions at SMAN 1 Driyorejo that has met the acceptability criteria (usefulness, feasibility, appropriateness, and accuracy).
5.	(Ningrum, 2023)	Group guidance services with Talking Chips techniques are given because there are still students in class IX SMP PGRI 1 Semarang who have difficulty in planning a career. Through this service, students are helped to understand and improve skills in designing their career steps ahead.
6.	(Yasri et al., 2025)	Snakes and ladders game with certain rules can be used to see the psychological condition of students by considering the factors of knowledge, ability to learn and

		remember, patience, competitive spirit and perseverance that can be combined to predict careers that suit students.
7.	(Ardiwinata & Manurung, 2025)	The researcher found that there are still many students who have not thought about career planning, and still do not understand the majors available at school and do not have an idea of their career. So that this is used as a basis by researchers to develop career card game media. By using professional card game media can help students in planning their career goals.
8.	(Umam, 2021)	The purpose of this study is to explain the role of group guidance services in developing students' self-efficacy in achieving career decisions.
9.	(Nugraheni, 2019)	The snakes and ladders game media was chosen to help improve students' career planning skills because through a simple snakes and ladders game it can be educational, entertaining, and very interactive in solving problems together.

### 3.2 Discussion

#### Group Guidance Service

Group guidance services can be in the form of information delivery or group activities that discuss educational, work, personal, social problems. Through the provision of group guidance services, students are directed to participate in group discussion activities (Arutmayanti & Astuti, 2023). Through intensive group dynamics, in-depth discussion of topics will encourage the development of feelings, thoughts, perceptions, insights, activeness, and attitudes that support the realization of more effective behavior, so that student activeness can be fostered and developed. In group guidance services, a group leader or a counseling teacher or counselor leads discussions on general topics of interest to a group (Arutmayanti & Astuti, 2023).

Group guidance services are organized through four stages of activity, namely: (1.) Formation stage, (2.) Activity or core stage, (3.) Termination stage. In the initial stage, the bk teacher introduces himself, conveys the purpose and builds a safe and comfortable atmosphere for all group members. This stage aims to create a conducive group atmosphere, build mutual trust, and establish common rules of the game that will become the foundation during the guidance process (Mayasari & Agungbudiprabowo, 2022). One of the techniques in group guidance services is the game simulation, this technique is applied as an effort to improve the ability to solve a problem and increase understanding of a certain thing. Brunet (Burhanuddin, 2022) explains that simulation is a form of learning situation in a controlled and deliberately realized situation similar to the actual situation. The situation can be modified by being simpler, or taking parts of it or out of context while still providing real-life situations. Furthermore, Brunet describes several stages that need to be done (1.) providing a certain situation (2.) explaining the situation briefly, each role, and the duration of implementation (3.) determining learners who will

play a role (4.) learners play their respective roles (5.) counselors provide feedback and guide making formulations.

### **Media The Ladder of Dreams**

Media is one of the factors that contribute to the success of guidance and counseling services (Irfan et al., 2020). Therefore, the use of media used in service activities provided to students needs to be considered in order to achieve the objectives of service delivery. States that snakes and ladders media is an effective and easy-to-understand media to increase good absorption and student understanding in learning (Wati, 2021). The use of this media is combined with John Holland's career theory which highlights various alternative career choices that suit individual personalities. Thus, through these efforts, students will be helped to determine career choices that are in accordance with their interests, talents, and personality inclinations towards certain careers (Rohmawati et al., 2024). Furthermore, according to (Rahmawati et al., 2020) snakes and ladders is one of the innovative games that help students remember the material taught, encourage them to work together, and encourage them to be active in learning while playing including in their career choices.

### **Career Planning**

The entirety of activities undertaken with the intention of enhancing knowledge, understanding, and self-awareness that will assist individuals in advancing their career development can be described as a form of career planning (Sulistiyanti & Fitria, 2020). The purpose of engaging in career planning is to identify one's interests, talents, abilities or potential, strengths, and weaknesses, which will be utilized to strategize activities that support development and consider the career path to be chosen.

In the process of career planning, individuals will gain insights into their inherent potential, encompassing skills, interests, knowledge, motivation, and characteristics that serve as the foundation for career selection. This knowledge is essential for determining the efforts that can be made to achieve the chosen career (Muslihati et al., 2023). Therefore, it is crucial for schools to provide materials and activities that can support the career development of students, a role that is inherently linked to guidance and counseling services. Career guidance services in schools play a vital role in assisting students in recognizing their interests, talents, and abilities, as well as providing the necessary information for them to determine an educational path aligned with their desired career goals (Ikhsan Fathoni et al., 2024). Furthermore, school counselors can offer emotional support to help children navigate their confusion regarding career choices and provide guidance on the steps they can take to achieve their future career objectives.

### **The Use of The Ladder of Dreams Media in Group Guidance for Career Planning**

Career planning is a systematic process that assists students in aligning their interests, talents, and self-potential with the career choices they will make in the future (Srianturi et al., 2024). This process is crucial to ensure that students do not experience a mismatch between their chosen field and their abilities, allowing them to optimally prepare before entering the workforce. Career planning at the high school level is particularly vital in helping students align their interests, talents, and self-potential with future career options. The use of innovative media, such as simulation games in group guidance, has been shown to enhance students' understanding, motivation, and readiness in planning their future careers (Putro & Japar, 2021).

The use of The Ladder of Dreams media in group guidance can serve as an alternative option to assist students in designing their career plans in a more structured and interactive manner. This media takes the form of a ladder that symbolically represents the stages of achieving one's dreams or career goals, from the initial steps to the highest aspirations (Afifah & Hartatik, 2019). In the context of group guidance, this media facilitates the exploration of interests, self-understanding, and intrinsic motivation through discussions and collective reflections. This aligns with findings that interactive media in group guidance services can enhance students' understanding and motivation in their career planning (Fitri et al., 2023).

In the game of The Ladder of Dreams, it also serves as a means to teach the consequences of both good and bad actions in career selection. In this game, the ladder symbolizes virtues such as generosity, faith, and humility, while snakes represent vices and evils, such as murderous desires and anger (Dauenhauer & Dauenhauer, 2023). The lessons derived from The Ladder of Dreams can be referred to as moksha, which means liberation or release. Therefore, through the game of The Ladder of Dreams in group guidance, students will gain important insights regarding career planning. With the ladder symbol, students will receive information about various career professions, while the snake symbol will illustrate the potential pitfalls associated with those careers (Adison & Suryadi, 2022).

#### 4. Conclusion

The Ladder of Dreams media can be utilized as an alternative resource in providing group guidance services for student career planning. Various research findings have demonstrated that game-based media, such as the snake and ladder format, can serve as an effective innovation in enhancing students' understanding, motivation, and readiness in selecting and planning their future careers. The modification of the traditional snake and ladder game into a learning tool in schools has proven capable of creating a more interactive, enjoyable, and meaningful guidance atmosphere. This media not only encourages active engagement among students but also assists them in the growth phase of career understanding.

Through the snake and ladder game of The Ladder of Dreams, students are afforded the opportunity to engage in open dialogue among group members during guidance sessions, fostering a reflective and participatory process that enriches their learning experiences. The use of The Ladder of Dreams media in group guidance also plays a significant role in helping students explore their self-potential, develop social skills, and strengthen their readiness to plan their careers in a more directed manner. Furthermore, it is recommended for future researchers to develop group guidance media by expanding the career concepts necessary to assist students in meeting their needs in various career fields.

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